

HEAD OF ENGLISH - PERSON SPECIFICATION

Pangbourne College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Job Title: Head of English Department: English			
Qualifications	Essential	Desirable	Method of assessment
Relevant degree or equivalent	★		Application form Interview
ECT or QTS	★		
Able to teach English to A Level	★		
Skills and Special Aptitudes	Essential	Desirable	Method of assessment
Excellent organisational, communication and interpersonal skills	★		Application form Interview References Assessment exercise
Organisational skills within the classroom and on visits	★		
Ability to link topics across the syllabus	★		
Ability to develop good examination technique in pupils, in particular, drawing out the skills of analysis and evaluation	★		
Ability to ensure that all students and parents have regular feedback on progress	★		
Ability to create a stimulating learning environment and facilitate and enthusiasm for learning, in order to make it possible for all students to achieve their potential	★		
Detailed knowledge of examination requirements		★	
Knowledge to link subject content with career opportunities		★	
Ability to use innovative teaching methods	★		

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Managerial and Leadership Skills	Essential	Desirable	Method of assessment
Experience in Leading and managing others		★	Application form
Managing and involving others in developmental work		★	Interview
Deal sensitively with people, recognise individual needs and take account of these in securing a consistent team approach to raising achievement	★		References
Strong leadership skills with the ability to delegate effectively and monitor performance to ensure accountability		★	
Ability to analyse data to evaluate departmental performance and implement improvement strategies		★	
Experience in managing budgets and resources efficiently to support teaching and learning priorities		★	
Personal Qualities	Essential	Desirable	Method of assessment
Passion and enthusiasm for teaching English	★		Interview
Ability to relate to teenagers	★		Assessment exercise
A desire and capacity to understand the strengths and weaknesses of individual pupils along with the ability to use differentiation in teaching	★		
Capability of maintaining high standards and being excellent practitioners in the classroom	★		
Ability to encourage in students the enjoyment of the subject, and a responsibility for their own learning	★		
A sense of humour and integrity	★		
Enthusiasm to collaborate with colleagues	★		
Ambition to progress professionally within the subject	★		
Capacity to take calculated risks in teaching	★		
Other shared interests with pupils through house or extra-curricular activities	★		
Self-awareness	★		

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Special requirements	Essential	Desirable	Method of assessment
Promoting and safeguarding the welfare of children	★		
Compliance with Pangbourne College's Child Protection and Safeguarding Policy	★		
Current driving licence	★		